

N. J. DOCUMENTS
NEWARK LIBRARY

NEWARK REDEVELOPMENT AND HOUSING AUTHORITY

MSC

AFFIRMATIVE ACTION PLAN

IMPLEMENTATION ANALYSIS

1973 - 1977

TABLE OF CONTENTS

1. TABLE I NRHA WORKFORCE ANALYSIS BY JOB CLASSIFICATION - 1973 to 1977
2. TABLE II NRHA STAFFING BASED ON RACIAL AND FEMALE COMPOSITION OF OCCUPANTS OF PROJECTS
3. TABLE III NRHA OVERALL WORKFORCE PERCENTAGES 1973 to 1977
4. TABLE IV NRHA GOALS BASED ON DEFICIENCIES FOR MINORITIES AND FEMALES
5. TABLE V NRHA LABOR FORCE BASED ON JOB CLASSIFICATION
6. NRHA IN-HOUSE TRAINING PROGRAM
7. DISSEMINATION AND ADVERTISEMENT OF NRHA POLICY ON EQUAL EMPLOYMENT OPPORTUNITY
8. INTERNAL AUDITING AND REPORTING SYSTEM
9. NRHA SANCTIONS

TABLE I

NRHA WORKFORCE ANALYSIS BY JOB CLASSIFICATION 1 9 7 3

GROUP TITLES	MALE				FEMALE			
	White	Black	Span	Other	White	Black	Span	Other
OFFICIAL ADMINISTRATION	50	22	3	---	6	5	---	---
PROFESSIONAL	27	5	---	---	3	1	---	---
TECHNICIANS	10	2	1	---	---	---	---	---
PROTECTIVE SERVICES	---	2	---	---	---	---	---	---
SKILLED CRAFTS	111	39	4	---	---	---	---	---
OFFICIAL CLERICAL	32	14	---	---	86	79	---	---
SERVICE/MAINTENANCE	196	304	---	---	2	---	---	---
TOTALS	426	388	8	---	97	85	---	---

NRHA WORKFORCE ANALYSIS BY JOB CLASSIFICATION

1 9 7 4

GROUP TITLES	MALE				FEMALE			
	White	Black	Span	Other	White	Black	Span	Other
OFFICIAL ADMINISTRATION	43	22	2	---	5	5	---	---
PROFESSIONAL	23	6	7	---	4	4	1	---
TECHNICIANS	9	---	1	---	4	4	---	---
PROTECTIVE SERVICES	4	---	---	---	4	4	---	---
SKILLED CRAFTS	101	37	8	---	---	---	---	---
OFFICIAL CLERICAL	20	14	---	---	68	58	1	---
SERVICE/MAINTENANCE	173	272	43	---	5	2	---	---
TOTALS	373	351	61	---	90	77	2	---

NRHA WORKFORCE ANALYSIS BY JOB CLASSIFICATION 1 9 7 5

GROUP TITLES	MALE				FEMALE			
	White	Black	Span	Other	White	Black	Span	Other
OFFICIAL ADMINISTRATION	24	10	---	---	1	---	---	---
PROFESSIONAL	21	2	1	---	6	2	---	---
TECHNICIANS	40	40	12	---	---	2	---	---
PROTECTIVE SERVICES	---	77	12	---	---	32	---	---
SKILLED CRAFTS	143	48	7	---	---	---	---	---
OFFICIAL CLERICAL	5	---	---	---	63	53	6	---
SERVICE/MAINTENANCE	157	328	47	---	3	15	1	---
TOTALS	390	505	79	---	73	104	7	---

NRHA WORKFORCE ANALYSIS BY JOB CLASSIFICATION

1 9 7 6

GROUP TITLES	MALE				FEMALE			
	White	Black	Span.	Other	White	Black	Span.	Other
OFFICIAL ADMINISTRATION	23	14	---	---	2	---	---	---
PROFESSIONAL	18	---	---	---	6	3	---	---
TECHNICIANS	89	9	9	---	---	9	---	---
PROTECTIVE SERVICES	3	68	9	---	---	9	---	---
SKILLED CRAFTS	177	96	13	---	---	---	---	---
OFFICIAL CLERICAL	13	33	---	---	28	45	6	---
SERVICE/MAINTENANCE	138	345	53	---	29	63	2	---
TOTALS	461	565	84	---	65	129	8	---

NRHA WORKFORCE ANALYSIS BY JOB CLASSIFICATION

1 9 7 7

TOTAL	GROUP TITLES	MALE				FEMALE			
		White	Black	Span.	Other	White	Black	Span.	Other
46	OFFICIAL ADMINISTRATION	27	17	---	---	2	---	---	---
35	PROFESSIONAL	21	4	1	---	5	4	---	---
197	TECHNICIANS	81	41	10	---	16	46	1	1
101	PROTECTIVE SERVICES	4	77	8	---	---	12	---	---
340	SKILLED CRAFTS	206	111	20	---	1	1	---	---
127	OFFICIAL CLERICAL	21	37	---	---	22	40	6	1
692	SERVICE/MAINTENANCE	147	379	57	---	32	74	3	1
1540	TOTALS	507	666	96	---	78	177	10	2

TABLE II

NRHA STAFFING BASED ON RACIAL & FEMALE
COMPOSITION OF OCCUPANTS OF PROJECTS

GROUP	% OCCUPANTS NRHA PROJECTS	PROPORTION OF NRHA EMPLOYEES
WHITE MALES	3.8	32.7
WHITE FEMALES	8.4	5.3
BLACK MALES	23.3	43.1
BLACK FEMALES	51.7	11.6
HISPANIC MALES	3.4	6.1
HISPANIC FEMALES	8.7	0.7
WHITE FEMALES	8.4	5.3
MINORITY FEMALES	60.1	12.3

- NOTE: 1. All percentage population of occupants of NRHA projects are based on the low rent public housing resident statistics
2. All proportion on NRHA labor employee figures are based on the 1977 Workforce Analysis

TABLE III

NRHA OVERALL WORKFORCE PERCENTAGES 1973 to Present (1977)

YEAR	WHITE MALE		BLACK MALE		SPANISH MALE		OTHER MALE		WHITE FEMALE		BLACK FEMALE		SPANISH		OTHER		TOTAL EMPLOYEES	S E X			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		MALE		FEMALE	
1973	426		386		62		--		100		87		--		--			874		187	
		40.0		36.3		5.8		--		9.4		8.1		--		--	1,063		82.2		17.2
1974	388		355		63		--		87		73		1		--			805		161	
		34.8		36.5		6.5		--		9.9		7.5		.1		--	970		82.9		16.5
1975	417		508		80		2		80		136		7		1			1007		232	
		33.6		41.0		6.4		0.1		6.4		10.9		0.5		.09	1,239		81.2		18.7
1976	458		600		86		4		81		151		10		1			1148		242	
		32.9		43.1		6.1		0.2		5.8		10.9		0.7		.07	1,390		82.3		17.4
1977	507		667		96		4		83		180		11		1			1274		275	
		32.7		43.1		6.1		0.2		5.3		11.6		0.7		.06	1,549		82.2		17.7